



Agenda Packet

TUESDAY, MARCH 22, 2016

10:00 a.m. to 12:00 p.m.

**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
800 CAPITOL MALL, SUITE 1022
SACRAMENTO, CA 95814
(916) 657-1440**

**Governor
Edmund G. Brown, Jr.**

**Chair
Michael Rossi**

**Executive Director
Tim Rainey**



**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE**

MEETING NOTICE

**Tuesday, March 22, 2016
10:00 a.m. to 12:00 p.m.**

Tim Rainey
Executive Director

Michael Rossi
Chair

**California Workforce Development Board
800 Capitol Mall, Suite 1022
Sacramento, CA 95814
(916) 657-1440**



Edmund G. Brown, Jr.
Governor

**Alternate Location
Center for the Continuing Study of the California Economy
385 Homer Avenue
Palo Alto, CA 94301
(650) 321-8550**

AGENDA

- 1. Welcome and Opening Remarks**
- 2. Public Comment**
- 3. Action Items**
 - a. Approve [Meeting Summary of January 5, 2016](#)
- 4. Updates and Discussion**
 - a. Amendments to WIOA Strategic Plan
 - b. Status Report - Skills and Credentialing Workgroup
 - c. California WIA Negotiated Performance Levels - PY 2011-2012 to 2015-2016
 - d. Update on Services to Residents of San Bernardino City
- 5. Other Business**

Meeting conclusion time is an estimate; meeting may end earlier subject to completion of agenda items and/or approved motion to adjourn. In order for the State Board to provide an opportunity for interested parties to speak at the public meetings, public comment may be limited. Written comments provided to the Committee must be made available to the public, in compliance with the Bagley-Keene Open Meeting Act, §11125.1, with copies available in sufficient supply. Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the California Workforce Development Board staff at (916) 657-1440 at least ten days prior to the meeting. TTY line: (916) 324-6523. Please visit the California Workforce Development Board website at <http://www.cwdb.ca.gov> or contact Daniel Patterson (916) 657-1446 for additional information. Meeting materials for the public will be available at the meeting location.

Item 1. Welcome and Opening Remarks

Item 2. Public Comment

Item 3. Action Items

a. Approve the January 5, 2016 Meeting Summary

**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
JANUARY 5, 2016**

MEETING SUMMARY

1. Welcome and Opening Remarks

Chair Rossi welcomed the members and reviewed the agenda items.

Members Present:

Mike Rossi, Chair
Tim Rainey
Andre Schoorl
Steve Levy
Van Tan Quinlavin
Pamela Kan

John Brauer
Patrick Henning, Jr.
Bob Redlo
Richard Rubin
Bill Camp
Jeremy Smith

Members Absent:

Cindy Chavez
Mike Gallo

2. Public Comment

There was no public comment.

3. Action Items

a. Approve the November 4, 2015 Meeting Summary

A motion to approve the item was offered by Bill Camp and seconded by Chair Rossi. All voted in favor without further discussion.

b. Approve California Unified Strategic Workforce Development Plan

Tim Rainey provided a brief summary of the action to be taken by the Committee. Bill Camp provided a motion to approve the Plan as presented with a second from Jeremy Smith. Carol Zabin opened the discussion stating that there are some substantive changes that would like to have considered. Stephen Levy expressed concern regarding

**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
JANUARY 5, 2016**

MEETING SUMMARY

the level of employer/business input; how the discussion regarding valued credentials should be driven by the employers and how the federal law prioritizes services for the hardest to serve populations. He would like to see more discussion in the Plan as to how these two dynamics are addressed.

John Brauer reminded the members that the primary readers of the Plan will be the local directors, local boards and the chief local elected official but agreed on the need for greater discussion on employer engagement and volunteered to assist in this effort. He would also like additional language to address job quality that would include things such as benefits, health care, etc. so that when a local board is making decisions about job placement and where to invest public funds, the decision is made towards a quality job. This followed a discussion on the need to define job quality due to the diversity of our economy and the variety of employment opportunities in a given area/region. He also talked about the role of Community Based Organizations and how their involvement could be further developed in the Plan.

Carol Zabin added that the Plan does a good job of explaining the Governor's priorities, but would like to see Labor/Management partnerships included because of the types of outcomes and quality jobs they produce. She also asked how the Plan provides direction to local boards to prioritize opportunities and develop pipelines into the better quality jobs within a region. John Brauer mentioned the Prop 39 grants that the State Board awarded and the criteria they used to do so is one example of how we can help local areas prioritize expenditures.

Steve Levy would like to see more policy work by the State Board to help those workers in lower paying jobs, such as hospitality and tourism. Potential areas are organizing, advocating for increased minimum wage and increasing pay for early education providers are a couple of examples. Bob Redlo said that the Plan was a good blueprint for developing partnerships and career pathways, which involves upskilling workforce to move up, and asked how we might expand the use of supportive services to help workers move up to better quality jobs.

Mike Rossi reminded the members that there is a motion to approve the Plan as it is, with the understanding that the Plan can and will be amended to reflect these types of changes before it is submitted to USDOL. All voted in favor of the recommendation.

c. Approve Eligible Training Providers' Performance Measure

**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
JANUARY 5, 2016**

MEETING SUMMARY

Tim briefed the committee on the item. A full description is included in the agenda packet. John Brauer asked how the performance goals are determined and negotiated each year and would like to see a historical graphing of how the performance standard and outcomes is shifting/changing in California. Are we achieving better outcomes with the limited dollars we have? He also expressed concerns related to the outcomes of pre-apprenticeship and apprenticeship programs and how they are impacting our overall performance goals. There was a commitment to provide annual performance goals and measures to the members at the next meeting. Bill Camp provided a motion to approve the item, John Brauer seconded. The item was approved unanimously.

4. Updates and Discussion:

City of San Bernardino Initial Designation

Tim provided a briefing of this item. A full description is included in the agenda. Patrick Henning expressed concern, and this has been communicated to the local area, regarding the delivery of services to the citizens of San Bernardino City. The County does have a OneStop center operating with the City's boundaries so services are available and a minimum level of services is being provided at the City's single OneStop center. The EDD and State Board are looking at data to determine who (County versus City residents) is being served in these centers. This information will be provided at the next meeting.

Agenda for January 19th Board Meeting

Tim reviewed items that will be included in the upcoming State Board meeting agenda. Bill Camp asked the State Board to discuss how services might be delivered to the Muslim immigrants that are coming into our State to give them access to education and training to help them integrate into our society/communities.

5. Other Business

Bill Camp announced the he will be marching in the May 1, 2016 Workers Day parade in Havana, Cuba, and invited others to join him.

Item 4. Discussion/Updates

- a. Amendments to the WIOA State Strategic Plan**
- b. Status Report – Skills and Credentialing Workgroup**
- c. California WIA Negotiated Performance Levels – PY 2011-2012 to 2015-2016**
- d. Update on Services to Residents of San Bernardino City**

Item 5. Other Business

Item 4. a. Amendments to the WIOA State Strategic Plan

State Board staff worked through volumes of public comment and made adjustments to the State Plan. The core of the draft approved by the full Board on Jan 19th is still very much intact- the vision, goals and strategies.

In the interest of transparency, staff posted the final draft of the State Plan with track changes for both the Unified Plan section (first 9 chapters) and Appendices A and G so that our partners and the public can see what was changed in the document.

For information on changes in the program-specific appendices for WIOA Titles II, III, and IV, please contact those core partners directly.

http://www.cwdb.ca.gov/WIOA_Unified_Strategic_Workforce_Development%20Plan.htm

Most of the changes to the State Plan clarify existing plan content and provide additional information pertaining to existing statutory requirements:

- Language was added emphasizing a preference for working with good employers who provide quality jobs; this new language is based on existing statutory language
- Additional language on working with labor-management apprenticeships was added
- Language was clarified to recognize that not all clients need training/education and to provide more rhetorical emphasis on the labor exchange function as part of the system, especially with regard to dislocated workers
- Language pertaining to basic skills programs was amplified to ensure that those with basic skills challenges can participate in skills pathway programs
- Language on the performance system clarifies that the one million industry credential goal does not supplant WIOA performance measures, and production of these credentials will be treated as a supplemental performance metric; the language also emphasizes that industry engagement will be necessary in determining, at the local and regional level, through the planning process, which programs to emphasize
- Language on the importance of partnership with local boards and local service providers was added

Please note: The track changes documents have been cleaned-up, and the “clean” versions, with appropriate formatting changes, are in the process of submittal to the federal government. As discussed at the Jan 19th full Board meeting, the Federal government will inevitably require changes- that will be the next opportunity for any additional State Plan adjustments and for Executive Committee and State Board review and approval.

Approve the draft Four-Year WIOA Strategic Workforce Development Plan (State Plan)
“Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity”

On July 22, 2014 President Obama signed the Workforce Innovation and Opportunity Act into law. WIOA replaced the Workforce Investment Act of 1998 and is the fifth iteration of the nation’s federal job training law passed by Congress since 1962.

This WIOA Strategic Workforce Development Plan serves as the architecture for the development of public policy, fiscal investment, and operation of all state labor exchange, workforce education, training programs, and employment services. It builds on the foundation of the new law with objectives and strategies articulated by Secretary Lanier's and Chairman Rossi's longer term vision of impacting inter-generational income mobility, regional economic prosperity, and industry competitiveness.

The State Plan should be read as a broad conceptual framework, a roadmap, for building regional and local partnerships. Its purpose is to enable regional and local flexibility and to build regional sector-based workforce policies customized to regional labor market needs. The intent of the framework is that regional leadership, coordinated by local workforce boards, will work collaboratively to align largely fragmented local programs and services within regionally-defined vision, goals, and strategies. In other words, education, training, and employment services should be delivered locally, closest to those most in need of services, but also need to be aligned for scale and impact so that those receiving services are connected directly to employment opportunities in sectors that are driving regional employment.

The primary “stretch” goal is one million “middle-skill” industry-valued and recognized postsecondary credentials over the next 10 years. A related goal is to double the number of graduates of state-approved apprenticeship programs over the same period.

What is a middle-skill postsecondary credential? It’s a credential with demonstrable labor market value that requires more than a high school education but less than a Bachelor’s degree. This goal is aligned with Community College Board of Governor’s Workforce Task Force goal. However the State Plan is interested in *quality* as much as quantity. Credentials have demonstrable labor market value only when there is a market—when multiple employers within a target sector recognize that a credential, or series of “stacked” credentials, embodies the skills those employers want in the employees they hire.

Regional and local plans, based on the State Plan framework, will be due to the State Workforce Board on March 15, 2017. The coming year will be a year of implementation and will be used to build regional leadership and develop regional coordination efforts that will be "recorded" in the regional and local plans as shared vision, goals, strategies, and concrete commitments.

Foreshadowing the new law, this work had already begun with discretionary and other investments—facilitating and supporting new ways of working to achieve alignment and scale through regional leadership (SlingShot) and local program innovation and alignment (Workforce Accelerator Fund).

California Four-Year WIOA Unified Strategic Workforce Development Plan
“Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity”

State Plan Framework- Regional leadership, coordinated by local workforce boards, aligns largely fragmented local programs and services within regionally-defined vision, goals, and strategies for greater scale, employment impacts, and improved inter-generational income mobility.

WIOA Implementation Workgroup

- The State Plan was developed by the WIOA Implementation Workgroup established by the CA Workforce Development Board (State Board) in September 2014
- Co-chaired by State Board members Van Ton-Quinlivan (Vice Chancellor, CA Community Colleges Chancellor’s Office) and Jamil Dada (VP, Provident Bank-Riverside County)
- WIOA Workgroup met five times- appointed partner staff for additional subgroup meetings:
 - “Mapping the Field” to develop common program goals;
 - Data Sharing, Performance, and Common Metrics;
 - State, Regional, and Local Service Delivery;
 - Development of fourteen “Regional Planning Units” based on labor-market information, industry-sectors, commute patterns, and other factors.
- The WIOA Workgroup included executive staff of the core state partners—Employment Development Department, Employment Training Panel, Division of Apprenticeship Standards, Department of Education, Community Colleges Chancellor’s Office, Department of Social Services, Department of Rehabilitation, State Board of Education, Department of Corrections.
- WIOA group also included labor, community, and state and local workforce board reps

Public Comment Process

- On Dec 3, 2015- State Plan posted for public comment. Comment closed Jan 15, 2016
- WIOA Roadshow"- State Board staff, with local workforce boards and California Workforce Association, conducted six-regional events-
 - The local boards and WIOA Workgroup ensured diverse turnout at each event
 - The intent- to achieve buy-in for the common vision and framework in the State Plan & to build momentum for development and implementation of regional and local plans
 - Over 600 people participated, representing workforce boards, community colleges, local schools, businesses, labor, and community organizations.
- State Board staff provided briefings in Sacramento for senior EDD managers, the Department of Finance, the State Board of Education, and senior legislative staff

WIOA Plan approval

- WIOA Implementation Workgroup approved November 24, 2015
- State Workforce Board Executive Committee approved January 5, 2015
- State Board of Education approved January 14, 2016
- Full State Workforce Board approved January 19, 2016

Legislation/ Policy Development to Date (not inclusive)-

- Regional Planning Units- 14 approved by State Board (also used by CDE and CCCCCO)
- WIOA implementing legislation (AB1270, E.Garcia) signed by Governor Brown in July 2015
- WIOA legislation- policy innovations (SB45, Mendoza)
- WIOA Designation/Certification of Local Boards
- Standardized MOU guidance and TA across partner agencies
- Eligible Training Provider List (ETPL)
- Cross-system data sharing (in development)
- Local/Regional Planning Guidance (in development)

Item 4. b. Status Report - The Increasing Skills and Credential Attainment Workgroup

The members of the workgroups agreed in January to wrap up its work this spring with a meaningful, concrete, deliverable: A concise (4-page) state framework addressing "industry-recognized credentials." Everyone -- from feds to locals, education to industry -- is talking about these, but there is much confusion as to what these include, how they are developed, and why they matter (not to mention how we actually use them to calibrate supply and demand in regional labor markets). The framework will be a short policy statement from the Board outlining the critical first steps to getting at the broader goals of the state plan.

Three members are currently reviewing a first draft, which will be quickly revised and reviewed by the Work group as a whole. The Work Group will then present the final version to the full board.

**Item 4. c. California (Statewide) WIA Title IB Negotiated Performance
Levels Program Year 2011-12 to 2015-16**

At the Executive Committee meeting on January 5, 2016, Board members requested a historical graphing of how the performance standards have evolved over the years. Below and attached are the WIA Performance Measures for the State of California for the last five years and for the local Boards for the past year.

California (Statewide) WIA Title IB Adult Formula Funding			
Program Year	Entered Employment Rate	Entered Retention Rate	Average Earnings (6 mos.)
2015-16	64.2%	82.0%	\$14,573
2014-15	64.2%	82.0%	\$14,573
2013-14	63.4%	83.0%	\$14,200
2012-13	59.0%	81.0%	\$13,700
2011-12	56.4%	81.0%	\$13,000

California (Statewide) WIA Title IB Dislocated Worker Formula Funding			
Program Year	Entered Employment Rate	Entered Retention Rate	Average Earnings (6 mos.)
2015-16	70.5%	85.5%	\$19,201
2014-15	70.5%	85.5%	\$19,201
2013-14	72.0%	89.5%	\$19,178
2012-13	64.5%	84.0%	\$18,543
2011-12	65.0%	83.0%	\$15,900

California (Statewide) WIA Title IB Youth Formula Funding			
Program Year	Placement Employment Education	Attainment Degree Certificate	Literacy Numeracy Gains
2015-16	75.0%	64.0%	59.0%
2014-15	75.0%	64.0%	59.0%
2013-14	74.0.0%	60.0%	60.5%
2012-13	72.0%	60.0%	54.0%
2011-12	65.0%	61.0%	40.0.0%

PROGRAM YEAR 2015-16 FINAL PERFORMANCE GOALS BY LOCAL AREAS

ADULT	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
ALAMEDA	58.5%	81.0%	\$17,600
ANAHEIM	75.0%	85.0%	\$13,875
CONTRA COSTA	75.0%	82.5%	\$14,950
FOOTHILL CONSORTIUM	74.5%	84.0%	\$14,000
FRESNO	64.0%	81.0%	\$13,150
GOLDEN SIERRA CONSORTIUM	70.5%	82.0%	\$17,500
HUMBOLDT	55.0%	78.0%	\$13,200
IMPERIAL	65.0%	70.0%	\$10,000
KERN/INYO/MONO CONSORTIUM	68.0%	79.0%	\$12,700
KINGS	64.0%	82.0%	\$12,850
LONG BEACH	51.5%	77.5%	\$14,000
LOS ANGELES CITY	60.0%	78.0%	\$12,850
LOS ANGELES COUNTY	72.0%	80.0%	\$12,500
MADERA	51.5%	76.5%	\$11,650
MARIN	72.5%	82.0%	\$16,600
MENDOCINO	72.5%	81.0%	\$13,500
MERCED	74.0%	81.5%	\$12,750
MONTEREY	65.0%	74.5%	\$10,600
MOTHER LODE CONSORTIUM	60.5%	79.5%	\$12,300
NAPA-LAKE	70.0%	82.0%	\$16,200
NORTH CENTRAL COUNTIES CONSORTIUM	72.0%	78.0%	\$13,500
NORTHERN RURAL TRAINING EMPLOYMENT CONSORTIUM	75.0%	81.5%	\$15,050
NOVA	51.5%	82.5%	\$20,650
OAKLAND	60.5%	77.5%	\$11,650
ORANGE	75.0%	82.0%	\$15,450
RICHMOND	73.5%	83.0%	\$14,250
RIVERSIDE	51.5%	72.0%	\$10,700
SACRAMENTO	54.5%	79.0%	\$13,450
SAN BENITO	75.0%	80.0%	\$11,650
SAN BERNARDINO CITY	73.5%	83.0%	\$11,950
SAN BERNARDINO COUNTY	51.5%	78.0%	\$13,000
SAN DIEGO	60.5%	79.0%	\$13,400
SAN FRANCISCO	73.5%	82.0%	\$13,050
SAN JOAQUIN	68.0%	80.5%	\$14,000
SAN JOSE CITY	51.5%	79.0%	\$14,200
SAN LUIS OBISPO	63.0%	75.0%	\$12,750
SANTA ANA	69.0%	81.0%	\$11,650
SANTA BARBARA	63.5%	86.5%	\$11,650
SANTA CRUZ	72.0%	85.0%	\$16,500
SOLANO	68.0%	80.0%	\$12,650
SONOMA	55.5%	79.0%	\$12,650
SOUTH BAY	74.0%	82.0%	\$11,400
SOUTHEAST LOS ANGELES COUNTY	72.5%	84.0%	\$16,000
STANISLAUS	72.0%	76.0%	\$11,300
TULARE	51.5%	77.5%	\$10,100
VENTURA	73.5%	83.5%	\$14,000
VERDUGO CONSORTIUM	59.0%	82.0%	\$17,250
YOLO	75.0%	85.0%	\$14,250
STATEWIDE GOAL PY 2015-16	64.2%	82.0%	\$14,573

Item 4 d. Update on Services to Residents of San Bernardino City:

At the January 5, 2016 Executive Committee meeting, the Committee requested that EDD and the State Board review enrollment data to determine the number of City of San Bernardino residents that are being served at the America's Job Centers of California operated by the City of San Bernardino and the County of San Bernardino. The data is reported through the CalJOBSSM system, which is used by EDD to collect and submit reports to the U.S. Department of Labor. The enrollment data is:

City of San Bernardino:

AJCC Visits: no data in CalJOBS

City residents enrolled in Adult/DW: 54 active, 5 new enrollments in FY2015-16

County of San Bernardino:

AJCC Visits: 1,461

City residents enrolled in Adult/DW: 263, all new enrollments in FY 2015-2016